

ABSTRACT

A method and system of managing recruitment data provides an online application process that prohibits submission of a job application unless the applicant selects one or more available jobs. The applicant is also required to submit gender and ethnicity information. The applicant's information is stored in a database where it is related to jobs or job groups so that the employer can create a profile of the gender, ethnicity, and optionally other applicant data for applicants who apply for specified jobs or job groups. Preferably, the system also allows the employer to track similar information for new hires and thus profile an applicant pool and compare it to a profile of actual hires.